



Community Trust Bancorp, Inc.


CTBI NASDAQ

Banks

Market Capitalization USD:

\$359.02 mm

CONCERN LEVEL: AVERAGE

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group.
- 7 The company's dilution from equity incentives is 10 percent or less.
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

CEO: Jean R. Hale

Age: 65

CEO Since: 1993

	2009	2010	2011
Base Salary	\$452,077	\$445,308	\$469,077
Discretionary Bonus	\$0	\$66,900	\$0
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$21,256	\$23,390	\$24,298
TOTAL ANNUAL COMPENSATION	\$473,333	\$535,598	\$493,375
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$89,082	\$107,714	\$0
Stock Awards	\$0	\$0	\$91,381
TOTAL COMPENSATION	\$562,415	\$643,312	\$584,756
Median of Other Named Executive Officers Total Compensation	\$294,746	\$326,528	\$294,720
Value Realized on Exercise of Stock Option	\$502,004	\$218,909	\$0
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$502,004	\$218,909	\$0

Proxy Date: 23 Mar 2012

Annual Meeting Date: 24 Apr 2012

Equity Reserves: 12.97%

Stock Option Run Rate: 0.03%

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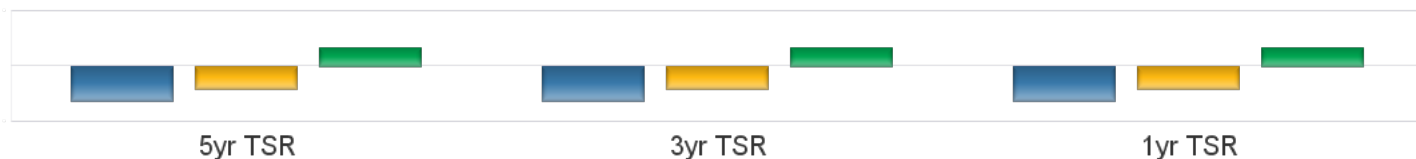
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ CTBI



Peer Comparisons (TRBC) =Banks

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CTBI	Community Trust Bancorp, Inc.	\$562,415	\$643,312	\$584,756	\$359,020,264
NPBC	National Penn Bancshares Inc.	\$1,398,564	\$1,262,188	\$1,797,104	\$1,063,289,053
UBSI	United Bankshares, Inc.	\$995,883	\$2,296,941		\$1,008,396,616
UMPQ	Umpqua Holdings Corporation	\$2,316,716	\$3,731,340	\$3,442,525	\$1,006,793,467
WTFC	Wintrust Financial Corporation	\$1,016,182	\$2,439,911		\$917,199,542
CATY	Cathay General Bancorp	\$1,024,357	\$1,019,102		\$894,907,825
IBOC	International Bancshares Corporation	\$837,815	\$1,230,639		\$887,922,268

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps. Missing peer pay figures for 2011 are due to differences in company filing schedules.

Pay Peer Group

1st Source Corporation, MainSource Financial Group, Inc., City Holding Company, Peoples Bancorp, Inc., First Community Bancshares, Inc., S.Y. Bancorp, Inc., First Financial Bancorp, Stellar One Corporation, First Financial Corporation, Towne Bank, First Merchants Corporation, Union First Market Bankshares Corporation, Lakeland Financial Corporation, Virginia Commerce Bancorp, Inc.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
M. Lvnn Parrish	Chairman	62	Male	19	Outside Related
Nick A. Coolev	Member	78	Male	32	Outside Related
Nick Carter	Member	65	Male	4	Outside

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